

ANNUAL PUBLIC FILE EEO REPORT

(To be completed by each station or employment unit annually and posted in each station's online public inspection file and on each station's web site)

Call Sign of Station(s): **WWDT**

1. List all full-time job vacancies filled by any station covered by this report during the past year.

Marketing Specialist

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

See form attached.

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

21

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
www.nbcunicareers.com	21
YOH Staffing Agency	0
Employee Referral	0

5. Please summarize the employment unit's broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

National Association of Hispanic Journalists Miami, FL: NAHJ is an organization dedicated to the development and advancement of the next leaders in the news industry. News talent employees attended the career expo conference consisting of training sessions, hands-on

workshops, multiple seminars, panel discussions and networking opportunities to help leverage relationships. On September 4-7, 2019, Javier Ortiz, VP of HR, Station Group, James Arroyave, Talent, Acquisition Recruiter, TLMD Station Group, and Karen Mendez, Talent Acquisition Recruiter, TLMD Station Group all attended this career fair event.

Back Pack Giveaway, August 3, 2019

Telemundo Fort Myers-Naples participate in this event at the Immokalee High School. During the event, WWDT employees interacted with the community and gave away backpacks and school supplies. Participants: WWDT News and Acceso Total Talent as well as the creative services team.

Clear the Shelters, August 17, 2019

Telemundo Fort Myers-Naples was part of this annual NBCU nationwide pet adoption drive and promoted many stories from different pet shelters around Fort Myers and Naples Area. Participants: WWDT News and Acceso Total Talent as well as the creative services team.

Viva Fort Myers, September 21, 2019

Telemundo Fort Myers-Naples was part of this event celebrating and promoting the Hispanic Heritage month. Participants: WWDT News and Acceso Total Talent as well as the creative services team.

Autism Speaks Walk, October 5, 2019

Telemundo Fort Myers Naples will be part of this event to interact and support the community with Autism in Southwest Florida. Participants: News, Acceso Total and Creative Services Team.

SKILLS ENHANCEMENT TRAINING: NBCUniversal, the parent company of the Station, offers online learning resources at no cost to all employees to enhance personal and professional skills. Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various online development training programs are provided via an NBCU internal platform.

Various online courses are available to all employees which include Crucial Conversations, Effective Coaching Skills, Feedback with Impact, Executive Presentation Skills, Influencing Skills, Presentation Skills, Hiring the Right People, Project Management, Time Management, Microsoft Office, Microsoft Word, Microsoft PowerPoint, and Microsoft Excel.

EMPLOYEE DIVERSITY GROUPS: NBCUniversal's diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, including Out@NBCUniversal, Unidos@NBCUniversal, Veterans Network, The Women's Network @ NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

EEO/HUMAN RESOURCES TRAINING PROGRAM: During the reporting year WWDT participated in the annual company compliance trainings, which address methods of ensuring equal employment opportunities and preventing discrimination. During the reporting period, these programs have included Annual Online Integrity Training and Comcast Corporation Code of Conduct. In addition, a course encompassing issues related to integrity and Solutions and Respect in the Workplace.

NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WWDT

Job Title: Marketing Specialist

Date Job Filled: 7/15/2019

Recruitment Source

That Referred

Ultimate Hire: NBCunicareers.com

Number of Interviewees: 21

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	30 Rockefeller Plaza – NY, NY 10112	James Arroyave	954-622- 6839	N/A
Employee Referral	N/A	N/A	N/A	N/A
YOH	N/A	N/A	N/A	N/A